

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

February 10, 2026

The Staff Senate of the University of Louisville held its regular meeting on February 10, 2026, on the TEAMS platform, Chair Kevin Ledford, presiding.

Voting members Registering Attendance

ANS: Robin Carroll, Sammie Holmes **ATH:** Raymond Green, Michael Hickey, Deborah Kalbfleisch, Catherine Thompson, Christine Williams-Foster **BUS:** Kayla Miller, Greg Priester **COO:** Yolanda Demaree, Donna Hardesty, Katie Hasper, Amber Horn, Tess McGilbra, Eli Mudd, Kim Noltemeyer, Kristin Roberts, Jennifer Steier, Dennis Thomas, Scott Vowels, Zachary Williams **DTL:** Angela Cox, Eric Gray, David Henry, Kristen Mercker, Aiden Silva, Lisa Sirles, Brooklynn Vance **EDU:** Kelly Green, Jen Jones, Eric Wright **ERM:** John Morgan **HR:** Kristina Doan **KNT:** Nacetia Burke **LAW:** Kim Sanders **LIB:** Donald Dean **MED:** Asma Addarrat-Edwards, Michelle Blessett, Laura Edwins, Wende Elkins, Lisa Floore, Ruby Keith, Victoria King, Stephanie Kittle, Kelly Moore, JD Morris, Ellyce Patton, Whitney Rogers, Brenda Sexton, Tonya Shive-Augustine, Andrew Weinberger, Beth Williams **MUS:** Laura Angermeier **NUR:** Erica Gabbard **PH:** Paige Thompson **PRES:** Tammy Lawson **PROV:** Will Adamchik, Ria Chandler, Dave Funk, Linda Leake, Kevin Ledford, Rebecca Ledford, Becky Patterson, Rachel Quick, Toni Robinson, Mark Woolwine **SPD:** Kari Donahue, Betty Nunn, Mani Vangalur **VPF:** Patti Williams **VPHA:** Adam Detherage **VPR:** Barbara Bishop, Jody Heard, Angela Lewis-Klein, Tim Mulliger, Karen Rose **VPSA:** Olive Dreckman, Christopher Farthing, Heather Gentry, Aleksa Hagan **VPUA:** Leondra Gully, Nakia Strickland

Guests Registering Attendance

VP-Human Resources – Mr. Darrell Clark

Faculty Senate Representative: Prof. Courtney Stine

Others Registering Attendance

Ashley Anderson, Judith Andrew, Mimi Bell, Ashley Bertram, Crystal Bradley, Luke Button, Cheryl Capito-Paul, Milling Chablal, Mary Chaivaroli, Sara Colvin-Lopesilvero, Laura Cotter, Amanda Cunningham, Lisa Dorsey, Sarah Duncan, Taleia Fisher, Sam Fowler, Stacey Gardner, Emily Graver, Michelle Henderson, Rachel Hodge, Tamara Iacono, Michel Lewis, Beth Masters, Chastity Millanti, Michaeline Miller, Mariah Mitchell, Kim Moss-Linnear, Eric Nunn, Greg Paradiso, Cindy Schnell, Tony Simms, Chelsi Sloan, Shannon Steier, Mary Stump, Nandi Thomas, Tyler Thornberry, Angela Water, Andrea Wilson, Chris Wooton, Bianca Yates, Ariel Young, Carol Zehnder

Voting members Not Registering Attendance

ANS: Dennis Hippert **ATH:** Virginia Hosono **COO:** Jessie Browning **MED:** Julie Binnix-Armstrong, Charlene Mays **VPCE:** Patrick Smith **VPHA:** Susan Jackson **VPR:** Christopher Dye

ACTION ITEM: Approval of the [December minutes](#) - Kevin Ledford

The minutes of the December meeting are linked above and were approved.

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INFORMATION ITEM: HR Report - VPHR Clark

Vice President for Human Resources, Mr. Darrell Clark provided a comprehensive update on the current performance evaluation process, the ongoing Workday pilot program, and addressed questions regarding accountability, training, and plans for career ladders.

Current Evaluation Process: Mr. Clark explained that most units are continuing with the traditional paper-based performance evaluation process, which involves self-assessment by employees, manager review, and submission to HR for official filing. He emphasized the importance of HR receiving the completed documents, as evaluations not submitted to HR are considered incomplete.

Workday Pilot Program: Details of the pilot program for digital evaluations in Workday were explained, involving units such as Social Work, Public Health, and the Delphi Center. The process mirrors the paper system but is fully digital, with self-assessments routed to managers and feedback provided to HR. Training participation was high, and on-demand resources are available for those who missed live sessions.

Accountability Measures: Mr. Clark clarified that accountability for completion lies with both employees and managers: if an employee does not complete their part, the manager is not held responsible, and vice versa. This approach is intended to ensure 100% participation, as mandated by university leadership.

Future of Career Ladders: In response to questions, Mr. Clark stated that the current focus is on achieving full participation in the evaluation process. Only after successful completion and review of the pilot will the university move forward with implementing career ladders, ensuring fairness and readiness for all employees.

INFORMATION ITEM: Proposal on Emp Benefits A&S Fac Assembly - Kevin Ledford

Chair Ledford introduced a proposal from the A&S Faculty Assembly ad hoc committee to conduct a cost analysis on potential benefits expansions, including parental leave, bereavement, spousal tuition, and medical leave, with plans for further discussion and a vote at the March meeting.

Proposal Details and Next Steps: The proposal seeks only a cost analysis at this stage, not immediate implementation. The Faculty Senate has already supported the analysis, and the Staff Senate will review and vote on whether to support it in March, with additional input from the PED committee anticipated

This document is linked above.

REPORT: Faculty Senate Representative - Courtney Stine

Professor Courtney Stine provided updates from the Faculty Senate, including the finalized strategic plan, AI advisory committee recommendations, ADA Title 2 guideline preparations, and legislative developments, with relevant bills affecting university governance.

REPORT: Student Government Representative - Grant Avis

There was no report.

REPORT: Staff Senate Chair - Kevin Ledford

Chair Ledford reported that he shared concerns with the administration on the implementation of the Inclement Weather Policy. The provost is invited to the March meeting.

This report is linked above.

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REPORT: Staff Senate Vice-Chair - Kari Donahue

This report is linked above.

REPORT: Staff Senate Secretary-Treasurer - Donald Dean

This report is linked above.

STANDING COMMITTEE REPORTS

- **Cardinals for Action, Resilience and Education (CARE) - Leondra Gully**
Senator Gully reported that the committee is working with the Employee Success Center to host information sessions for staff.
- **Credentials and Nominations (C&N) - Barbara Bishop**
Senator Bishop announced recent resignations, interim coverage for vacant seats, ongoing calls for committee participation, and outlined the upcoming election cycle, including proportional seat calculations and application deadlines.
This report is linked above.
- **Policies and Economic Development (PED) - Tessa McGilbra**
Senator McGilbra reported that the PED committee is reviewing forms related to staff professional leave, clarifying flexible scheduling policies, and evaluating the faculty benefits proposal in coordination with previous ERG presentations.
This report is linked above.
- **Services and Facilities (S&F) - Katie Hasper**
Senator Hasper addressed ongoing issues such as stop sign requests near the Speed School, sidewalk maintenance at the University Club, and cleanliness of the Chestnut St. garage, with plans to follow up with relevant departments and officers.
- **Staff Grievance Committee (SGC) - Ellyce Patton**
This report is linked above.
- **Staff Help and Relief Effort (SHARE) - Tammy Lawson**
The SHARE program received an application in December.
- **Staff Morale and Engagement (SME) - Stephanie Kittle**
Senator Kittle discussed efforts to expand the morale and engagement committee, improve event participation, and suggested sending reminders about performance evaluations to staff.

UNIVERSITY WIDE COMMITTEE REPORTS

- Academic Technology Committee - Mark Woolwine
- **ADA Advisory Committee - Kim Sanders**
- Benefits Design Workgroup - Tessa McGilbra
- Bookstore Advisory Committee - Alden Silva
- Commission on Climate, Culture and Wellbeing - Lisa Sirls
- Community Engagement Steering Committee - Stephanie Kittle
- **Digital Experience Board - Sammie Holmes**
- Dining Service Advisory Committee - Eli Mudd
- **Faculty Senate Executive Committee - Patterson, Blessett**
- **Faculty Senate Academic Programs Committee - Raymond Green**
Senator Raymond Green reported on activities of this Faculty Senate committee.
- Faculty Senate Planning and Budget Committee - Adam Detherage

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- [Human Resources Advisory Committee \(HRAC\)](#) - Dean, McGilbra, Vangalur
- Intellectual Property Committee - Jody Heard
- [Legislative Monitoring Advisory Committee](#) - Sanders, Dean
- **Meal Plan Waiver Committee - Lisa Floore**
Senator Eli Mudd raised the issue of Meal Waiver requirements. Senator Lisa Floore explained the waiver process.
- [Parking Advisory Committee](#) - Williams-Foster, Elkins
- [Parking Appeals Committee](#) - Cox, Nunn, Hurley, Edwins
- Retirement Oversight Committee - Alden Silva
- Student Government Association
- [Sustainability Council](#) - Kelly Green
- University Naming Committee - Kent Gardner
- [University Police Advisory Committee](#) - Jessie Browning

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:14 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator